



VISION: Make Brookline a desirable place in which to live, work and recreate

MISSION: Enhance the quality of life through engaging activities that promote a healthy lifestyle (mental, physical, and social).

VALUES: Quality, Positive Relationships, Trust, Diversity, Equity

## ENSURE EVERYONE CAN THRIVE IN BROOKLINE

We will bridge the gap between access & opportunity to participate in Recreation Departments programs and services for residents in Brookline.

## LEADING TOWN DEPARTMENT FOR ADVANCING RACIAL EQUITY

We will set the standard for Town Government for advancing Racial Equity in Recreation Programs and Services

## CULTIVATE AN ENVIRONMENT OF BELONGING AND INCLUSION

We will focus on ensuring all Recreation Department employees feel valued, empowered and respected.

### Strategic Objectives

SAMPLE



SAMPLE



### Strategic Goals

Positively Impact the State of Racial Equity in Brookline and Recreation Department Leadership Commitment

Soule, ASP, and Aquatics programs and services analyzed for Racial Equity Fiscal Year 2023

Develop Racial Equity Index Criteria for applying budgets and allocating resources for programs and services by Dec 2023

Increase Recreation Staff's feeling of belonging and inclusion by 2023 audit assessment report

### Tasks/1<sup>st</sup> Actions

Specific actions performed to achieve strategic goals and objectives.

Develop, Define, and Determine Racial Equity Metrics

Survey People in underserved census tracts to determine what is stopping participation

Survey programs for Racial Equity Baseline Ranking

Assess core programs and services for omissions, biases

Modify/create Equity policies and practices

Train staff community engagement

Encourage individual forms of identity expression, daily

Host a Employee brown bag lunch monthly

Host an Equity Training, 1x year

### Tasks/2<sup>nd</sup> Actions

Specific actions performed to achieve strategic goals and objectives.

Develop new programs that close the gap

Data-driven tool map areas in Brookline racial/social inequities

Select Priority Registration Programs & Partners

Research external resources available for scholarship

Conduct a Dept. Racial Equity SWOT

Create Racial Equity Statement to support M, V, Values

Regularly report on Equity Progress to staff, & PandR,

Determine Equity Topics for Brown Bag lunches